

Case study 6.1 sparks of aggression

Business



First Sur Case Study 6 Sparks of Aggression There are a growing interests among practitioners and researchers concerning negative behaviors in the workplace. The actors in the field of business usually focus on issues of sexual harassment, withholding effect, theft, vandalism and aggressive behavior. Such practices cost the organization and individual employees significantly, and this calls for the identification of factors contributing to aggressive behavior and an adoption of robust mitigation measures. The paper discusses the personal, interpersonal, and organizational factors that resulted in Pedro's aggressive behavior in the case study. It then recommends the necessary actions that the organization needs to take to curb the prevalence of the harmful aggressive behavior.

First, there are individual factors that led to the development of the aggressive behavior. Some individuals have a predisposition to aggression. Workers have different variables in terms of attitudes towards revenge, self-control, and negative affectivity. Individuals who have indulged in aggressive acts are more likely to have a dominant aggressive behavior in the future. From the case study, Petro suspects that the student had been spreading some rumors about him. The presence of unconfirmed stories about Pedro depicts that his work history has not been smooth, and there are negative issues that may stimulate an aggressive behavior.

Secondly, organizational factors also contribute to aggression in the workplace. Interactions may result in perceptions of frustrations and unfair treatment that stimulate the growth of aggressive behavior in the workplace. The case study captures Pedro saying that the student usually receives special treatment because of his connection with a high official of the credit union. Pedro seemed to have perceived some element of unfairness in the <https://assignbuster.com/case-study-61-sparks-of-aggression/>

treatment of the student and other employees, and this angered him.

Somehow, the top leadership of the organization is to blame for their role in escalating Pedro's aggression.

Additionally, there are specific interpersonal factors that can also lead to aggression in the workplace. They could be groups or individuals within the proximity of the victim that exerts a conforming impact. In the case study, the female employee who had declined Pedro's advancement seemed to contribute to his emotional instability. The actions of the female employee together with the student seemed to hurt him significantly. That is why he thought that the two staff members made fun of him whenever they conversed.

It is significant that the administration acts justly and impartially towards everyone in the workplace while making decisions. The management and the top leadership of the Credit Union should exercise procedural, distributive and interpersonal justice in the workplace to demonstrate a satisfactory level of fairness to everyone. The administration must also monitor the relations between its employees. They must ensure that they mend broken relationships before situations worsen. Lastly, the management must organize for counseling sessions to help employees handle individual factors that contribute to aggressive behaviors. Victims such as Pedro can suppress their tendency of becoming aggressive through sharing past experiences with a third party.

Work Cited

Johnson, Craig E. *Organizational Ethics*. Thousand Oaks, Calif.: SAGE Publications, 2012. Print.

<https://assignbuster.com/case-study-61-sparks-of-aggression/>